

NORTH CAROLINA GENERAL ASSEMBLY

LEGISLATIVE RESEARCH COMMISSION

STATE LEGISLATIVE BUILDING

RALEIGH, NC 27601



April 15, 2014

TO THE MEMBERS OF THE LEGISLATIVE RESEARCH COMMISSION:

Attached for your consideration is the report to the 2014 Regular Session of the 2013 General Assembly. This report was prepared by the Legislative Research Commission's Committee on Civilian Credit for Military Training and State Adjutant General Selection Criteria, pursuant to G.S. 120-30.17(1).

Senator Wesley Meredith
Co-Chair

Representative Kelly Hastings
Co-Chair

Senator Ronald Rabin
Co-Chair

Co-Chairs
Committee on Civilian Credit for Military Training and State Adjutant General Selection
Criteria
Legislative Research Commission

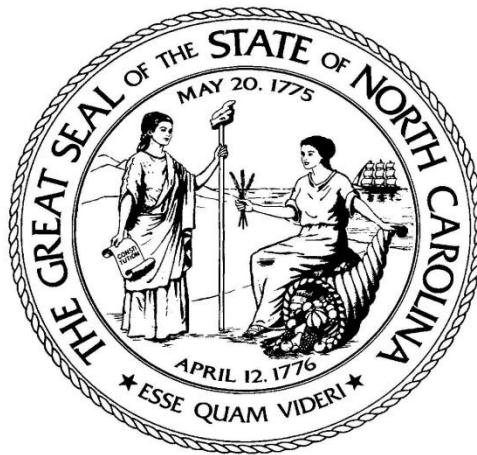
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DRAFT

LEGISLATIVE RESEARCH COMMISSION

**COMMITTEE ON CIVILIAN CREDIT
FOR MILITARY TRAINING AND STATE
ADJUTANT GENERAL SELECTION
CRITERIA**

NORTH CAROLINA GENERAL ASSEMBLY



**REPORT TO THE
2014 SESSION
of the
2013 GENERAL ASSEMBLY
OF NORTH CAROLINA**

MAY, 2014

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TRANSMITTAL LETTER

April 15, 2014

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TO THE MEMBERS OF THE 2014 REGULAR SESSION
OF THE 2013 GENERAL ASSEMBLY

The Legislative Research Commission herewith submits to you for your consideration its report and recommendations to the 2014 Regular Session of the 2013 General Assembly. The report was prepared by the Legislative Research Commission's Committee on Civilian Credit for Military Training and State Adjutant General Selection Criteria, pursuant to G.S. 120-30.17(1).

Respectfully submitted,

Senator Thomas M. Apodaca

Representative Timothy K. Moore

Co-Chairs
Legislative Research Commission

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LEGISLATIVE RESEARCH COMMISSION MEMBERSHIP

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2013 – 2014

Senator Thomas M. Apodaca
Co-Chair

Representative Timothy K. Moore
Co-Chair

Senator Dan Blue
Senator Harry Brown
Senator Martin L. Nesbitt, Jr.

Representative John M. Blust
Representative Justin P. Burr
Representative Becky Carney
Representative Mike D. Hager

PREFACE

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The Legislative Research Commission, established by Article 6B of Chapter 120 of the General Statutes, is the general purpose study group in the Legislative Branch of State Government. The Commission is co-chaired by the President Pro Tempore of the Senate and the Speaker of the House of Representatives and has five additional members appointed from each house of the General Assembly. Among the Commission's duties is that of making or causing to be made, upon the direction of the General Assembly, "such studies of and investigation into governmental agencies and institutions and matters of public policy as will aid the General Assembly in performing its duties in the most efficient and effective manner" (G.S. 120-30.17(1)).

The Legislative Research Commission authorized the study of **Civilian Credit for Military Training and State Adjutant General Selection Criteria**, under authority of G.S. 120-30.17(1). The Committee was chaired by Senator Wesley Meredith, Senator Ronald Rabin, and Representative Kelly Hastings, Co-Chairs of the Committee. The full membership of the Committee is listed under [Committee Membership](#). A committee notebook containing the committee minutes and all information presented to the committee will be filed in the Legislative Library by the end of the **2013-2014** biennium.

COMMITTEE PROCEEDINGS

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The Legislative Research Commission's Committee on Civilian Credit for Military Training and State Adjutant General Selection Criteria met four times after the 2013 Regular Session. The Committee's Charge can be found [here](#). The following is a brief summary of the Committee's proceedings. Detailed minutes and information from each Committee meeting are available in the Legislative Library.

January 21, 2014

The Committee on Civilian Credit for Military Training and State Adjutant General Selection Criteria (LRC)(2013) met on Tuesday, January 21, 2014 at 9:30 AM. The meeting was held in Room 544 of the Legislative Office Building. Senator Clark, Representative Hastings, Representative Johnson, Senator Meredith, Senator Rabin, Senator Sanderson, and Representative Whitmire were present. Representative Hastings presided.

Staff presented background and an overview of the statute that states the criteria for appointment of the State Adjutant General. Major General Wilson, Ret., USMC, Military Advisor, Office of the Governor, stated his views on selection criteria. He was followed by Major General Gregory Lusk, who presented a PowerPoint presentation on the role of the North Carolina National Guard. Chief Warrant Officer Lewis Burge, North Carolina National Guard, discussed the requirement for officers to have federal recognition of their rank, and the submission process. Lieutenant General William Ingram, a former Adjutant General of the North Carolina National Guard, recommended having a minimum rank requirement and a minimum period of service in the North Carolina National Guard for eligibility for appointment to State Adjutant General. Bobby E. Lumsden, Executive Officer to the Military Affairs Advisor, suggested that the criteria for Adjutant General Selection include National Guard service, education, and command experience components.

During committee discussion, staff provided information about a requirement that a general officer attend a service War College. Representative Whitmire stated that federal recognition of rank, education, experience in the Reserves or National Guard, and command experience are important factors for consideration. Senator Clark proposed a requirement to have attended Army War College. Senator Rabin spoke to the importance of federal recognition of rank, and also supports age limits. Senator Meredith agreed with the general criteria that had been stated throughout the meeting. Senator Clark proposed that War College should be a requirement before consideration for appointment to Adjutant General. Senator Rabin proposed a War College residency requirement. Major General Lusk clarified that available openings for War College were extremely limited and many only have the opportunity to take the correspondence courses.

February 18, 2014

The Committee on Civilian Credit for Military Training and State Adjutant General Selection Criteria (LRC)(2013) met on Tuesday, February 18, 2014 at 9:00 AM. The meeting was held in Room 544 of the Legislative Office Building. Members present were: Senator Clark, Senator Conrad, Representative Hastings, Representative Johnson, Representative Martin, Senator Rabin, Senator Sanderson, and Representative Whitmire. Senator Rabin presided.

Chief Warrant Officer Richard Comer presented a PowerPoint presentation on the National Guard's efforts toward civilian credit for military training. Regarding certification for law enforcement, it was explained that each state has different reciprocity requirements and decides if additional training is needed. In response to a question about VA approval of programs, it was explained that a service member could receive a living expense stipend while enrolled if the program was VA approved. William McMillian, Transition Services Manager with the Fort Bragg Army Career and Alumni Program, discussed a handout on the Army Career and Alumni Program. Dr. Bud Marchant, President of Central Carolina Community College, introduced Dr. Bryan Merritt with the Veterans College Preparation Programs at Central Carolina Community College. He discussed a handout from the college about veterans' programs and credits for training eligibility.

Dr. Larry Keen, President of Fayetteville Technical Community College introduced Dr. David Brand, Associate Vice President, and Sargent Major Richard Rice. Sargent Major Rice presented a PowerPoint detailing Fayetteville Technical Community College's participation as a Service Members Opportunity College that streamlines credit transfers between schools. Dr. Keen explained a procedural barrier for public schools to obtain VA approval for non-credit programs. It was stated that a new group of students will be starting a program that partners Fayetteville Technical Community College with East Carolina University. Regarding acceptance of credits at university system campuses, it was explained that each institution determines which credits they will accept, and some North Carolina universities accept some but not all transfer credits.

Dr. Scott Ralls, President of the North Carolina State Board of Community Colleges, discussed background information about the community college system and different degree/non-degree programs. He spoke to the need for VA certification of non-degree courses. Dr. Ralls explained that community colleges are increasingly using MOS as an indicator of competence towards license or certification requirements. Ann Marie Bell, director of military education for the UNC System, presented a PowerPoint presentation on practices for transfer of some types of military training into general or elective credit.

March 18, 2014

The Committee on Civilian Credit for Military Training and State Adjutant General Selection Criteria (LRC)(2013) met on Tuesday, March 18, 2014 at 10:00 AM. The meeting

was held in Room 544 of the Legislative Office Building. Members present were: Senator Clark, Representative Conrad, Representative Hastings, Representative Martin, Senator Meredith, Senator Rabin, Senator Sanderson, and Representative Whitmire. Senator Wesley A. Meredith presided.

Staff presented a summary of draft legislation to the committee, and explained the current statutory criteria. An explanation of the draft bill was provided to the committee. The committee discussed the draft and several amendments were proposed. The first amendment would have removed the requirement that the appointee had served in the North Carolina National Guard; it was not adopted. A second amendment to include command time was offered and adopted. No further amendments were adopted. The committee did not object to technical changes being made to the bill.

Staff presented a PowerPoint presentation titled “Occupational Licensing, Certification, or Registration based upon Military Training or for Military Spouses G.S. 93B-15.1.” Staff also presented the results of a survey provided to the occupational licensing boards. It was explained that many of the licensing boards granted licensure by reciprocity and are not pursuing the rule making process. Several of the boards suggested increasing awareness or identifying a military liaison that could help facilitate use of the statute with military spouses and veterans. On the survey, many boards suggested that it would be helpful to increase promotion and awareness of the statute. Staff also presented information on the appellate process utilized when an application is denied. It was explained that if the agency, after it has a hearing, delays acting and unreasonably delays the issuance of the decision, then the applicant is considered to have good reason to ask a court to compel the agency to act.

Bobby White, Chief Operations Officer of the North Carolina State Board of Dental Examiners, stated that the NC State Board of Dental Examiners embraces this law. He stated that it is their desire that anyone, including military people, who are capable of practicing dentistry and dental hygiene in a safe and effective manner to be in this state and practicing. When it was realized that the bill was in a position to be passed, they went to the Rules Review Commission and began developing their rules, and paper application process. They also have developed a waiting list that resulted from people calling in waiting to take advantage of this law. David A. Thompson, Alliance Tractor-Trailer Training Centers in Arden, North Carolina, gave an example of a program called “Troops to Truckers” that went awry. The program eliminated the skills test and gave them a written test. He explained that the military has little to no exposure of what is being used in the private sector, and the difference between the military and the private sector is night and day. He suggested for this to be successful that the private sector needs to be included.

FINDINGS AND RECOMMENDATIONS

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Findings

1. The current Adjutant General is a highly trained and experienced officer, and has proven to be both an outstanding officer and commander of the North Carolina National Guard. The North Carolina National Guard has a stellar reputation as one of the finest, if not the finest, state national guard organization in the United States. Under the Adjutant General's leadership, the North Carolina National Guard has excelled in the performance of its State and federal missions—including multiple deployments in support of United States' missions in Iraq and Afghanistan. However, North Carolina's current statutory requirement that an Adjutant General appointee have five years of commissioned service in any component of the armed forces, is insufficient to ensure that future appointees have the same type of military service experience, training, and competency warranted for appointment to the rank of major general as the current Adjutant General. An officer appointed as the Adjutant General assumes great responsibilities, with a current command of almost 12,000 members of the North Carolina National Guard. The absence of specific statutory requirements could lead to a future appointment that is not based on training, experience, and demonstrated ability—and might ultimately affect unit morale and readiness.

2. When outside of a State's geographic boundaries, federal law and regulations require that an officer be "federally recognized" in order to wear the rank to which he or she is appointed by State authorities. An officer who does not obtain federal recognition at the State-appointed rank, or is not eligible for federal recognition, would be of an inferior rank to commanders of other state National Guard units and the regular components of the armed forces when outside of North Carolina. The loss of status in a joint force situation, or when operating in other jurisdictions at home or abroad, may well affect the credibility and utilization of the North Carolina National Guard. In order to obtain federal recognition, an officer must complete specific education and training requirements.

3. The North Carolina National Guard is created by State statute, and its role and operations are intertwined with those of other State agencies. A strong familiarity with the responsibilities imposed upon the North Carolina National Guard, and with the units and other assets constituting the force, would be extremely important to an officer assuming the position of Adjutant General. In addition, prior command of a unit (preferably a National Guard unit) would seem to be indispensable to ensure that the appointee has the leadership qualities required of a commander—and has successfully demonstrated the ability to command troops.

4. There is currently a lack of information being disseminated by occupational licensing boards to potential applicants who are serving, or have served in the military, regarding the criteria and requirements for credit for military training.
5. Although some North Carolina community colleges, including Fayetteville Technical Community College and Central Carolina Community Colleges, have programs that provide significant course credits for military training, each institution in the University of North Carolina system determines which credits they will accept as transfer credits, or whether course credit will be granted for military training.
6. There is no requirement that occupational licensing boards fully investigate the nature and quality of the training required for the award of a military occupational specialty or the nature of the duties and experience of a service member or veteran.

Recommendations

The Committee recommends that the General Assembly enact the following Legislative Proposals:

A BILL TO BE ENTITLED

AN ACT TO AMEND THE SELECTION CRITERIA FOR ADJUTANT GENERAL OF THE NORTH CAROLINA NATIONAL GUARD AS RECOMMENDED BY THE LEGISLATIVE RESEARCH COMMISSION STUDY ON CIVILIAN CREDIT FOR MILITARY TRAINING AND STATE ADJUTANT GENERAL SELECTION CRITERIA.

A BILL TO BE ENTITLED

AN ACT TO ENHANCE THE EFFECTIVENESS OF THE OCCUPATIONAL LICENSING OF MILITARY SERVICE MEMBERS AND VETERANS, AND TO DIRECT THE BOARD OF GOVERNORS OF THE UNIVERSITY OF NORTH CAROLINA AND THE STATE BOARD OF COMMUNITY COLLEGES TO SUBMIT A PLAN THAT WILL ENSURE THAT COLLEGE CREDITS ARE UNIFORMLY GRANTED TO STUDENTS WITH MILITARY TRAINING, AS RECOMMENDED BY THE LEGISLATIVE RESEARCH COMMISSION STUDY ON CIVILIAN CREDIT FOR MILITARY TRAINING AND STATE ADJUTANT GENERAL SELECTION CRITERIA.

COMMITTEE MEMBERSHIP

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2013-2014

President Pro Tempore of the Senate
Appointments:

Senator Wesley Meredith, Co-Chair
Senator Ronald Rabin, Co-Chair

Senator Norman Sanderson
Senator Ben Clark

Speaker of the House of Representatives
Appointments:

Representative Kelly Hastings, Co-Chair

Representative Debra Conrad
Representative Linda Johnson
Representative Grier Martin
Representative Chris Whitmire

COMMITTEE CHARGE

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Civilian Credit for Military Training and State Adjutant General Selection Criteria

The LRC Study Committee on Civilian Credit for Military Training and State Adjutant General Selection Criteria shall study the feasibility, costs and benefits of awarding military personnel credit towards professional licensure in the State, where the military personnel's occupational specialty is germane to licenses, certificates and certifications issued by the State professional licensing entities. The committee shall also study the criteria and methods utilized for selecting Adjutant General of the North Carolina National Guard and shall make appropriate recommendations for improvement of that process as necessary. The committee may study any other issues pertinent to this study.

STATUTORY AUTHORITY

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NORTH CAROLINA GENERAL STATUTES ARTICLE 6B.

Legislative Research Commission.

§ 120-30.17. Powers and duties.

The Legislative Research Commission has the following powers and duties:

- (1) Pursuant to the direction of the General Assembly or either house thereof, or of the chairmen, to make or cause to be made such studies of and investigations into governmental agencies and institutions and matters of public policy as will aid the General Assembly in performing its duties in the most efficient and effective manner.
- (2) To report to the General Assembly the results of the studies made. The reports may be accompanied by the recommendations of the Commission and bills suggested to effectuate the recommendations.
- (3), (4) Repealed by Session Laws 1969, c. 1184, s. 8.
- (5), (6) Repealed by Session Laws 1981, c. 688, s. 2.
- (7) To obtain information and data from all State officers, agents, agencies and departments, while in discharge of its duty, pursuant to the provisions of G.S. 120-19 as if it were a committee of the General Assembly.
- (8) To call witnesses and compel testimony relevant to any matter properly before the Commission or any of its committees. The provisions of G.S. 120-19.1 through G.S. 120-19.4 shall apply to the proceedings of the Commission and its committees as if each were a joint committee of the General Assembly. In addition to the other signatures required for the issuance of a subpoena under this subsection, the subpoena shall also be signed by the members of the Commission or of its committee who vote for the issuance of the subpoena.
- (9) For studies authorized to be made by the Legislative Research Commission, to request another State agency, board, commission or committee to conduct the study if the Legislative Research Commission determines that the other body is a more appropriate vehicle with which to conduct the study. If the other body agrees, and no legislation specifically provides otherwise, that body shall conduct the study as if the original authorization had assigned the study to that body and shall report to the General Assembly at the same time other studies to be conducted by the Legislative Research Commission are to be reported. The other agency shall conduct the transferred study within the funds already assigned to it.

LEGISLATIVE PROPOSALS

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GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2013

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D

BILL DRAFT 2013-RKz-38 [v.7] (02/05)

(THIS IS A DRAFT AND IS NOT READY FOR INTRODUCTION)
3/25/2014 10:21:31 AM

Short Title: AG Selection Criteria/Amendments. (Public)

Sponsors: (Primary Sponsor).

Referred to:

1 A BILL TO BE ENTITLED
2 AN ACT TO AMEND THE SELECTION CRITERIA FOR ADJUTANT GENERAL
3 OF THE NORTH CAROLINA NATIONAL GUARD AS RECOMMENDED BY
4 THE LEGISLATIVE RESEARCH COMMISSION STUDY ON CIVILIAN
5 CREDIT FOR MILITARY TRAINING AND STATE ADJUTANT GENERAL
6 SELECTION CRITERIA.

7 The General Assembly of North Carolina enacts:

8 **SECTION 1.** G.S. 127A-19 reads as rewritten:

9 **"§ 127A-19. Adjutant General.**

10 (a) The military head of the militia shall be the Adjutant General who shall hold
11 the rank of major ~~general~~ general with federal recognition at time of appointment, or
12 attain the rank of major general pursuant to this section. The Adjutant General shall be
13 appointed by the Governor in the Governor's capacity as commander in chief of the
14 militia, in consultation with the Secretary of Public Safety, and shall serve at the
15 pleasure of the Governor. ~~No person shall be appointed as Adjutant General who has~~
16 ~~less than five years' commissioned service in an active status in any component of the~~
17 ~~Armed Forces of the United States.~~ The Adjutant General, while holding this office,
18 ~~may shall~~ be a member of the active North Carolina National ~~Guard or naval~~
19 ~~militia~~ Guard. If an appointed Adjutant General does not attain the rank of major
20 general with federal recognition within a reasonable period of time from the date of
21 appointment, the Governor shall replace the Adjutant General with an appointee who
22 meets the criteria in this section. A "reasonable" period of time shall take into account
23 time in grade requirements for promotion or promotions, and administrative periods
24 necessary to complete the promotion process.

Appendix D

(b) In order to be eligible for appointment as Adjutant General, a person shall be a resident of the State of North Carolina and meet all of the following requirements:

- (1) The person shall have a minimum of 10 years commissioned service in (i) the armed forces of the United States, (ii) the reserve armed forces of the United States, or (iii) a combination of (i) and (ii).
- (2) A minimum of 3 years commissioned service in the North Carolina Army or Air National Guard within the 6 year period previous to the appointment date.
- (3) The person, at the time of appointment, shall be one of the following:
 - a. A major general with federal recognition or who is eligible for federal recognition.
 - b. A brigadier general with federal recognition or who is eligible for federal recognition and who is eligible for promotion to major general with federal recognition.
 - c. A colonel with federal recognition or who is eligible for federal recognition; who is eligible for promotion and federal recognition as a brigadier general; and who is eligible for promotion to major general with federal recognition.
- (4) The person shall have completed all service school or other criteria for promotion to general officer with federal recognition.
- (5) The person shall have a minimum of 12 months in command of either (i) a North Carolina National Guard unit, or (ii) a unit in any component of the armed forces of the United States.

(c) Subject to the approval of the Governor and in consultation with the Secretary of Public Safety, the Adjutant General may ~~appoint~~ appoint:

- (1) A deputy adjutant general, who may hold the same rank as the Adjutant General.
- (2) An assistant adjutant general for the Army National Guard and an assistant adjutant general for the Air National Guard, each of whom may hold the rank of brigadier general.

The appointees authorized by this subsection shall serve at the pleasure of the Governor. The Adjutant General may also employ staff members and other personnel as authorized by the Secretary and funded."

~~(i) a deputy adjutant general who may hold the rank of major general, and (ii) an assistant adjutant general for Army National Guard, and an assistant adjutant general for Air National Guard, each of whom may hold the rank of brigadier general and who shall serve at the pleasure of the Governor. The Adjutant General may also employ staff members and other personnel as authorized by the Secretary and funded."~~

SECTION 2. This act becomes effective for appointments on or after July 1, 2014.

GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2013

S

D

BILL DRAFT 2013-RKz-39 [v.8] (04/03)

(THIS IS A DRAFT AND IS NOT READY FOR INTRODUCTION)

4/9/2014 3:20:56 PM

Short Title: Credit for Military Training.

(Public)

Sponsors: Senator (Primary Sponsor).

Referred to:

1 A BILL TO BE ENTITLED
2 AN ACT TO ENHANCE THE EFFECTIVENESS OF THE OCCUPATIONAL
3 LICENSING OF MILITARY SERVICE MEMBERS AND VETERANS,
4 AND TO DIRECT THE BOARD OF GOVERNORS OF THE UNIVERSITY
5 OF NORTH CAROLINA AND THE STATE BOARD OF COMMUNITY
6 COLLEGES TO SUBMIT A PLAN THAT WILL ENSURE THAT
7 COLLEGE CREDITS ARE UNIFORMLY GRANTED TO STUDENTS
8 WITH MILITARY TRAINING, AS RECOMMENDED BY THE
9 LEGISLATIVE RESEARCH COMMISSION STUDY ON CIVILIAN
10 CREDIT FOR MILITARY TRAINING AND STATE ADJUTANT
11 GENERAL SELECTION CRITERIA.

12 The General Assembly of North Carolina enacts:

13 SECTION 1. G.S. 93B-15.1 reads as rewritten:

14 "§ 93B-15.1. Licensure for individuals with military training and experience;
15 licensure by endorsement for military spouses; temporary license.

16 (a) Notwithstanding any other provision of law, an occupational licensing
17 board, as defined in G.S. 93B-1, shall issue a license, certification, or registration
18 to a military-trained applicant to allow the applicant to lawfully practice the
19 applicant's occupation in this State if, upon application to an occupational
20 licensing board, the applicant satisfies the following conditions:

- 21 (1) Has been awarded a military occupational specialty and has done
22 all of the following at a level that is substantially equivalent to or
23 exceeds the requirements for licensure, certification, or
24 registration of the occupational licensing board from which the
25 applicant is seeking licensure, certification, or registration in this
26 State: completed a military program of training, completed
27 testing or equivalent training and experience, ~~experience~~ as

~~determined by the board~~, and performed in the occupational specialty.

(2) Has engaged in the active practice of the occupation for which the person is seeking a license, certification, or permit from the occupational licensing board in this State for at least two of the five years preceding the date of the application under this section.

(3) Has not committed any act in any jurisdiction that would have constituted grounds for refusal, suspension, or revocation of a license to practice that occupation in this State at the time the act was committed.

(4) Pays any fees required by the occupational licensing board for which the applicant is seeking licensure, certification, or registration in this State.

(a1) No later than 30 days following receipt of an application, an occupational licensing board shall notify an applicant when the applicant's military training or experience does not satisfy the requirements for licensure, certification, or registration, and shall specify the criteria or requirements that the board determined that the applicant failed to meet and the basis for that determination.

(b) Notwithstanding any other provision of law, an occupational licensing board, as defined in G.S. 93B-1, shall issue a license, certification, or registration to a military spouse to allow the military spouse to lawfully practice the military spouse's occupation in this State if, upon application to an occupational licensing board, the military spouse satisfies the following conditions:

(1) Holds a current license, certification, or registration from another jurisdiction, and that jurisdiction's requirements for licensure, certification, or registration are substantially equivalent to or exceed the requirements for licensure, certification, or registration of the occupational licensing board for which the applicant is seeking licensure, certification, or registration in this State.

(2) Can demonstrate competency in the occupation through methods as determined by the Board, such as having completed continuing education units or having had recent experience for at least two of the five years preceding the date of the application under this section.

(3) Has not committed any act in any jurisdiction that would have constituted grounds for refusal, suspension, or revocation of a license to practice that occupation in this State at the time the act was committed.

(4) Is in good standing and has not been disciplined by the agency that had jurisdiction to issue the license, certification, or permit.

(5) Pays any fees required by the occupational licensing board for which the applicant is seeking licensure, certification, or registration in this State.

(c) All relevant experience of a military service member in the discharge of official duties or, for a military spouse, all relevant experience, including full-time and part-time experience, regardless of whether in a paid or volunteer capacity, shall be credited in the calculation of years of practice in an occupation as required under subsection (a) or (b) of this section.

(c1) Each occupational licensing board shall publish a document which lists the specific criteria or requirements for licensure, registration, or certification by the board, with a description of the criteria or requirements that are satisfied by military training or experience as provided in this section, and any necessary documentation needed for obtaining the credit or satisfying the requirement. The information required by this subsection shall be published on the occupational licensing board's website, and the website of the North Carolina Division of Veterans Affairs.

. . . ."

SECTION 2. Each occupational licensing board shall contact training offices at military installations, or any other federal offices that provide information on military occupational specialties and training, for the purpose of (i) acquiring information necessary for an adequate understanding of military training and job requirements, and (ii) assisting in determining the applicability and correlation of military training and experience to the criteria and requirements for licensure, certification, or registration. No later than September 1, 2014, each occupational licensing board shall submit a report to the Co-Chairs of the Legislative Research Commission Study Committee on Civilian Credit for Military Training with the status of the document required by Section 1 of this act, and the results of their consultation with military training officials as required by this Section.

SECTION 3. The Board of Governors of The University of North Carolina and the State Board of Community Colleges shall jointly develop a plan for implementing a uniform system of granting course credits to all students enrolled in constituent institutions of The University of North Carolina and all students enrolled in State community colleges based on the students' military training or experience. The plan shall include a description of the procedure to be utilized in evaluating military training or experience and its correlation to school course credits, and the process for the transfer of course credits between constituent institutions and community colleges when course credit has been granted by any institution or community college based upon military training or experience. No later than September 1, 2014, the Board of Governors of The University of North Carolina and the State Board of Community Colleges shall provide a report to the Joint Legislative Education Oversight Committee, the Co-

1 Chairs of the House Homeland Security, Military, and Veterans Affairs
2 Committee, and the Co-Chairs of the Legislative Research Commission Study
3 Committee on Civilian Credit for Military Training on the progress toward
4 developing the plan required by this section. No later than January 1, 2015, the
5 Board of Governors of The University of North Carolina and the State Board of
6 Community Colleges shall submit the plan and any recommendations to the Joint
7 Legislative Education Oversight Committee, the Co-Chairs of the House
8 Homeland Security, Military, and Veterans Affairs Committee, and the Co-Chairs
9 of the Legislative Research Commission Study Committee on Civilian Credit for
10 Military Training.

11 **SECTION 4.** Section 1 of this act is effective January 1, 2015. The
12 remainder of this act is effective when it becomes law.